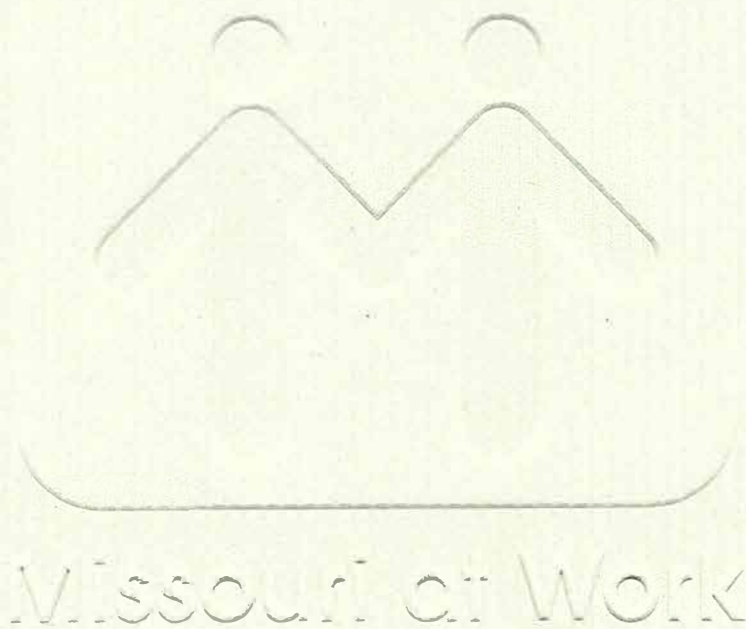


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# **ANNUAL REPORT 1991**

**Missouri Job Training Partnership**

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## Job Training Partnership Act (JTPA)

*The expressed purpose of the Job Training Partnership Act (JTPA) of 1982 is to "Establish programs to prepare youth and unskilled adults for entry into the labor force and to afford job training to those economically disadvantaged individuals facing serious barriers to employment who are in special need of such training to obtain productive employment."*



## Annual Report to the Governor

### Program Year 1991

## Missouri Training and Employment Council

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### Abbreviations

JTPA	Job Training Partnership Act
MTEC	Missouri Training and Employment Council
OJT	On-the-Job Training
PIC	Private Industry Council
PY	Program Year
SDA	Service Delivery Area

## LETTER TO GOVERNOR FROM MTEC CHAIR



The Honorable Mel Carnahan  
Governor, State of Missouri  
Executive Office  
State Capitol  
Jefferson City, Missouri 65101

Dear Governor Carnahan:

The Missouri Training and Employment Council (MTEC) is pleased to present this report to you on the performance of Job Training Partnership Act (JTPA) Programs in Missouri. This report is for the period July 1, 1991 through June 30, 1992. This report mirrors Missouri at work because of the closely linked job training efforts of state and local agencies, Private Industry Councils (PICs), labor groups and private industry.

During the past year, the Council has followed with interest the efforts and accomplishments of the first nine Missouri Youth Service and Conservation Corps programs. The Council looks forward to the continued expansion of this program. We hope to again serve in an advisory capacity in Missouri's second bid for a National and Community Service Act grant to provide additional funding for the State's Youth Corps programs. While addressing the preparation of Missouri's youth toward a productive working life, much of the Council's time continued to be occupied with the mobilization of resources and linkages to assist workers effected by layoffs so they could return to the economic mainstream.

Other accomplishments include the formulation and transmittal to your office and the General Assembly of the proposed statewide training and employment policy to assist in full employment in Missouri. We look forward to the challenge of transforming the policy into a plan to prepare Missouri's current and future work force.

On behalf of the Council, it is gratifying to work with you and the "Missouri At Work" job training system. Together we can contribute to the viability of Missouri's economic future.

Sincerely,

Terrence R. Ward  
Chair  
Missouri Training and Employment Council

## Missouri Youth Service and Conservation Corps

In June 1990, the Missouri Youth Service and Conservation Corps (MYSCC) Act became State law.

The creation of the MYSCC is a key action in the promotion of service by Missouri's young people. That service, whether to the State or to local communities, can take the form of assistance to the needy, conservation of natural resources, or the preservation of public amenities.

In return, the youth can expect training, experience, and when necessary, remedial education or General Educational Development (GED) study. Additionally, a more intangible, but equally valuable, benefit is gained from the MYSCC experience - knowing that participation has provided public improvement.

Benefits can be delivered through any one of three Corps programs:

- The Community Services and Conservation Program for Young Adults;
- The Youth Summer Employment and Remediation Program; and
- The Conservation Volunteer Program.

Each program offers funding for local projects to provide any of the following:

- Rehabilitation of substandard housing;
- repair, restoration, and maintenance of public facilities and amenities;
- assistance with organization and delivery of educational and health services;
- assistance for elderly home-bound;

- food delivery to the needy and elderly;
- restoration or development of park facilities;
- trail construction and maintenance;
- litter control;
- land and soil conservation;
- road repair;
- land reclamation;
- reforestation; and
- other undertakings which benefit the control, management, restoration and conservation of Missouri's wildlife, forests, soil, or water resources.

The Division of Job Development and Training (JDT) administers MYSCC, but the delivery of Corps services is provided by a local project sponsor. Eligible project sponsors are:

- State agencies;
- local government units; including school districts;
- private not-for-profit corporations or organizations;
- Service Delivery Area (SDA) Administrative Entities (AEs); and
- community-based organizations.

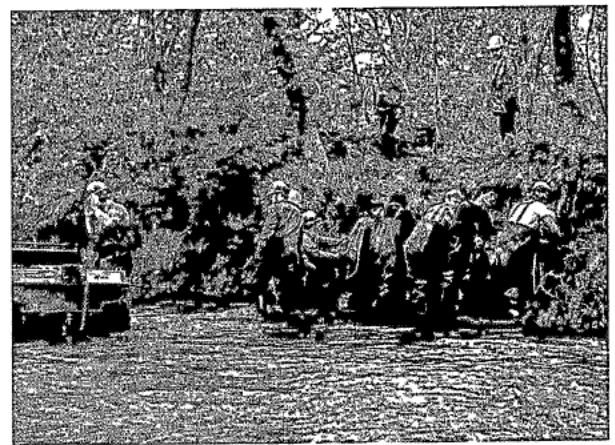
During Program Year 1991, the Title II-A 8% set-aside funded nine MYSCC projects through AEs in both urban and rural areas. Over 100 young Missourians, predominately high school dropouts or at-risk students, provided Corps service combined with educational activities.

Projects were:

- **St. Louis City:** Cleaning and securing buildings selected for redevelopment, maintaining plants and irrigation systems along roadways and assisting in the City's yard waste recycling program.

- **Kansas City:** Landscaping roadways and rehabilitation of substandard housing.
- **Springfield:** Animal care and facility maintenance at the City Zoo.
- **St. Charles:** Renovation of existing public park facilities and building a new playground.
- **Cape Girardeau:** Weatherization and energy conservation services for elderly, disabled, and low income residents and restoration and clean-up in a State park and a county park.
- **Sedalia:** Maintenance and development of public amenities in city parks.
- **Warrenton:** Weatherization and energy conservation services.
- **Crawford, Dent, Gasconade, Maries, Phelps, and Washington Counties:** Delivery of meals to the elderly, repair of public facilities, and public trail construction.
- **Nevada:** Improvements to area parks.

SDAs with an approved MYSCC project also became eligible to apply for a non-renewable 12 month grant to fund a coordinator position. The coordinator's job is to encourage services for high school dropouts, and youth in general, in other SDA activities and to build on the success of the Corps programs.



### JTPA Alumni Award Winners

The third national JTPA alumni celebration, JTPA Alumni Month, was held in September to honor special alumni of the Missouri job training system for their achievements in PY'91. Each SDA recognized several of their successful alumni and their achievements. At the Annual Governor's Job Training Conference, 15 special alumni, one from each SDA in Missouri, were honored. These award winners overcame adversity and are now contributing their skills to Missouri's economy and quality of life.

- **Linda Marriott**, a single mother of three, had always wanted to be a nurse. However, she married right out of high school and took a nurse's aide job at a nursing home. Even with certification, the nurse's aide salary was low. Linda enrolled in the JTPA skill training program of practical nursing, graduating on the President's Honor Roll. She is now the Assistant Director of Nursing at the same nursing home where she began as a nurse's aide.

- Single parent **Alice Wilkerson** now supports her two children through her own full-time employment. After successfully completing a secretarial/office computer technology course through a JTPA skill training program, she obtained employment as a document control clerk. Self-motivation has helped Alice reach her goals.
- **Rodney Woods** was attempting to raise three children on unemployment benefits. A high school graduate with a good military service history, he had no marketable civilian job skills. He was determined to support his family and enrolled in a JTPA on-the-job training program at a local transportation service. His supervisor was so impressed with Rodney's leadership skills, he was promoted to Road Supervisor three weeks after completing his training. Today, Rodney looks forward to a better future for himself and his family.
- **Jean Lambertz's** desire to set a positive example for her three children and not raise them on welfare motivated her to get a GED and enroll in licensed practical nurse's training. She graduated with honors and immediately found employment at a local health care center. Today, she works and goes to school full-time. She will be a

registered nurse soon. However, as proud as Jean is of her success, she's prouder of her oldest daughter's choice to enroll in licensed practical nursing training.

- Forced to leave college after one year because of finances and the birth of her second child, **Valerie McKee** resorted to welfare and housing assistance. Her determination to pursue her medical career led her to enroll in the JTPA skill training program in licensed practical nursing. In addition to caring for her children, she is off public assistance, working full-time and back in college pursuing an advanced nursing degree.
- High school dropout **Kerry Lynn Cox** wanted to work in the food service industry, but with no high school diploma or work experience, it seemed an impossible goal. After completion of a skill training program in culinary arts, he is a cook for a large corporation and is about to complete his GED. With his determination, his goal of owning his own restaurant seems assured.
- **Eugene Hagedon**, diagnosed as severely epileptic, had been unemployed for four years. Upon successful completion of a JTPA and Goodwill co-sponsored training and rehabilitation program, Eugene gained retail and



janitorial skills as well as self-confidence. He is currently employed full-time in the house-keeping department of a large local motel. He, his wife, and two children are looking forward to a brighter future.

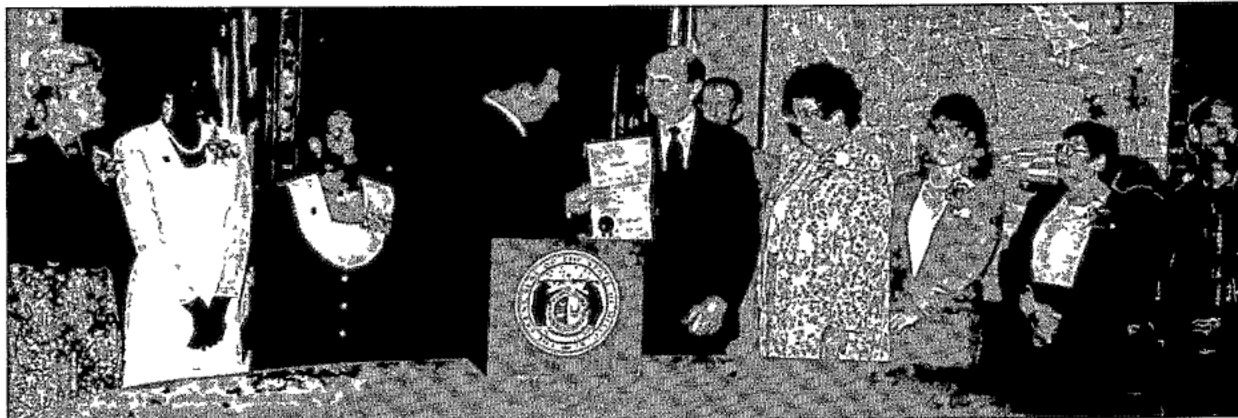
- At sixteen, **Theresa Hammett** had already been addicted to alcohol and drugs for more than six years, had been on her own for most of her life, had dropped out of high school and was pregnant. Something had to change. Theresa stopped the alcohol and drugs, entered a domestic violence center, and enrolled in a JTPA-sponsored basic education and life skills program for teen mothers. Through perseverance, Theresa earned a GED and is currently studying for her college degree. She and her daughter have come a long way.
- Despite graduating at the top of her class in machine technology, **Kathryn Wills** could not find a job in her chosen field with no work experience. Through JTPA, she was placed as a machine operator. Kathryn is so successful, she is being considered for a promotion.
- High school dropout **Cynthia Schooley** was a homemaker with three children when her husband became disabled. Social Security benefits and food stamps helped

them survive, but Cynthia wanted more for her family. She enrolled in a JTPA-funded basic education/work experience program, earned her GED, and is gainfully employed today.

- Two years ago, **Shawn Gwin**, his wife and infant son were living with his mother-in-law while he attended college and worked part-time in a cafeteria. After successfully completing a JTPA skill training program at a local AVTS, Shawn is now a respiratory therapy technician at a local hospital. He and his family live in a duplex and are financially independent.
- **Sheryl Golden**, a single parent, wanted more than welfare and a low paying service job. Through determination and help from JTPA, she completed a practical nursing training program at a local community college. She was immediately hired by a large medical center and is now self-sufficient.
- **Donna Coleman**, though legally blind, is a visionary. In 1982, her sight deteriorating since her early teens, Donna was forced to quit work and accept Social Security disability. Her need for regular medical treatments convinced her to move from her small hometown to the St. Louis area alone. With the completion of a JTPA

skill training program in business and office technology, Donna found rewarding employment and left Social Security disability.

- Single parent **Dawn Varone** was valedictorian of her GED class. Successful completion of a JTPA skill training program in EKG/Laboratory training led to a medical technician position at a large hospital. Dawn is an exemplary spokesperson for how personal determination, education and training can improve the quality of life.
- By age 22, **Sheri Lynn Martin** was married and had three sons. By 31, she was divorced, remarried, had another child, and both she and her husband were laid off. Her husband found employment, but one income was not enough to keep the family off welfare. Completion of a JTPA skill training program in retail sales led to a full-time job for Sheri Lynn, which allowed her to voluntarily end her public assistance. Not content with these achievements, Sheri Lynn is currently working toward her Associates Degree. ↑↑



# OVERVIEW OF JTPA IN MISSOURI

## The Legislation

The Job Training Partnership Act (JTPA) of 1982 authorizes programs which prepare youth and unskilled adults for productive employment. It provides for training to help people with limited income or facing serious barriers to employment to obtain jobs. The Act also provides for employment and training services for permanently laid-off and older workers.

### Title I

Title I provides authority and procedures for establishing advisory, policy making and administrative entities required to carry out the provisions of the legislation.

### Title II

Title II provides for the distribution of funds, authorized training activities for eligible youth and adults and outlines uses of some state-administered funds.

### Title III

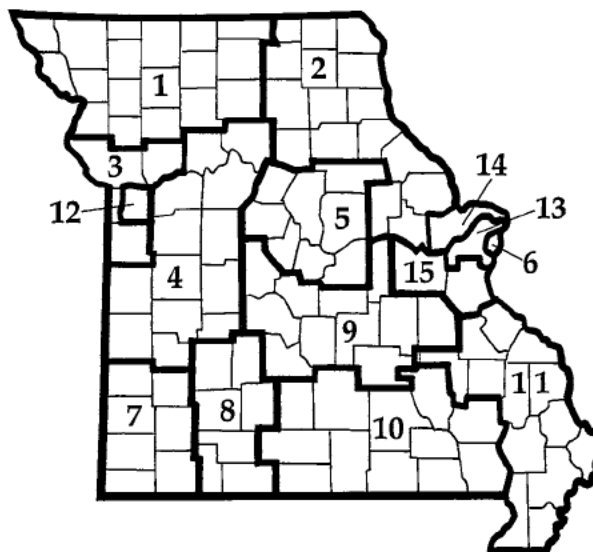
Title III provides guidelines for the state-administered Worker Reentry Program.

### Title IV

Title IV provides guidelines for JTPA programs administered on the federal level.

### Title V

Title V established employment- and training-related revisions to the Social Security Act and the Wagner-Peyser Act.



## Counties Within Service Delivery Areas:

- |               |  |
|---------------|--|
| <b>SDA 1</b>  | Andrew, Atchison, Buchanan, Caldwell, Clinton, Daviess, DeKalb, Gentry, Grundy, Harrison, Holt, Linn, Livingston, Mercer, Nodaway, Putnam, Sullivan, Worth |
| <b>SDA 2</b>  | Adair, Clark, Knox, Lewis, Lincoln, Macon, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Schuyler, Scotland, Shelby, Warren                           |
| <b>SDA 3</b>  | Cass, Clay, Kansas City, Platte, Ray   |
| <b>SDA 4</b>  | Bates, Benton, Carroll, Cedar, Chariton, Henry, Hickory, Johnson, Lafayette, Pettis, St. Clair, Saline, Vernon   |
| <b>SDA 5</b>  | Audrain, Boone, Callaway, Cole, Cooper, Howard, Moniteau, Osage  |
| <b>SDA 6</b>  | St. Louis City   |
| <b>SDA 7</b>  | Barry, Barton, Dade, Jasper, Lawrence, McDonald, Newton  |
| <b>SDA 8</b>  | Christian, Dallas, Greene, Polk, Stone, Taney, Webster   |
| <b>SDA 9</b>  | Camden, Crawford, Dent, Gasconade, Laclede, Maries, Miller, Morgan, Phelps, Pulaski, Washington  |
| <b>SDA 10</b> | Butler, Carter, Douglas, Howell, Oregon, Ozark, Reynolds, Ripley, Shannon, Texas, Wayne, Wright  |
| <b>SDA 11</b> | Bollinger, Cape Girardeau, Dunklin, Iron, Madison, Mississippi, New Madrid, Pemiscot, Perry, Ste. Genevieve, St. Francois, Scott, Stoddard                 |
| <b>SDA 12</b> | Jackson  |
| <b>SDA 13</b> | St. Louis  |
| <b>SDA 14</b> | St. Charles  |
| <b>SDA 15</b> | Franklin, Jefferson  |



## How JTPA Is Administered

The Act continues the federal government's commitment to provide assistance to targeted populations. It also increases State responsibility for the general administration of the programs, which are locally implemented.

The Missouri Training and Employment Council (MTEC) meets approximately four times each year to discuss job training, program coordination, service delivery, performance standards and other employment and training issues.

The Council provides the Governor with policy advice to enhance the job development and training system. The Council has significant representation from the private sector, including its chair.

**The Division of Job Development and Training (JDT)** administers JTPA and State funds to:

- 1) provide training for economically disadvantaged youth and adults;
- 2) establish worker reentry training designed to meet the needs of Missouri employees and employers in a technologically changing economy;
- 3) help train and find jobs for older workers;
- 4) provide customized training to meet needs of new and expanding employers;
- and 5) provide specialized training to potential school dropouts.

**The Service Delivery Areas (SDAs)** are 15 geographically defined areas in Missouri where JTPA services are available. Representatives of the private and public sectors serve on the Private Industry Councils (PICs). They are responsible for identifying the training needs and designing programs to meet those needs in the Service Delivery Areas. 

## Missouri JTPA Administration

SDA	Private Industry Council Chairs	Chief Elected Official	Administrative Entity	Administrator
1	Janice Taylor	Honorable Dwaine Meservy	Area Job Training Partnership Administration	Larry Markway
2	Kevin Flynn	Honorable Bill Novinger	SDA II PIC, Inc.	Michael Shepard
3	Tom Sprott	Honorable Emanuel Cleaver	Full Employment Council, Inc.	Clyde McQueen
4	Harold Young	Honorable Larry Peters	Western Missouri PIC, Inc.	Harlan McGinnis
5	Karla DeSpain	Honorable J. W. Toalson	Private Industry Council for SDA 5, Inc.	Jim Marcantonio
6	Donnell Reid	Hon. Vincent Schoemehl, Jr.	St. Louis Agency for Training & Employment	Vanetta Rogers
7	Paul Davis	Honorable Lewis Moneymaker	SDA 7 Private Industry Council, Inc.	Marvin Parks
8	Ellis Shook	Honorable H.C. Compton	Job Council of the Ozarks	Chet Dixon
9	James R. Dickerson	Honorable Searles Anderson	Central Ozarks Private Industry Council	Janet Vaughn
10	Garland Barton	Honorable Betty Sue Crow	Ozark Action, Inc.	Patricia Lindeman
11	Gary Simmons	Honorable Gene E. Huckstep	Southeast Missouri PIC	Mary McBride
12	Paul Consiglio	Honorable Bill Carpenter	Full Employment Council, Inc.	Clyde McQueen
13	Richard J. Shea	Honorable Buzz Westfall	Department of Human Resources	Wayne Flesch
14	Patricia Schacher	Honorable Eugene Schwendemann	Office of Employment and Training Programs	Marvin Freeman
15	John Rhodes	Honorable Tom Fenner	Jefferson-Franklin Counties, Inc.	Ronald Ravenscraft
		Honorable Elizabeth Faulkenberry		



# JTPA FUNDING IN MISSOURI

## Resources Available, Program Year 1991

### Title II — Training Services for the Disadvantaged

1. SDA Adult and Youth Programs		\$ 55,932,310
a. Regular Adult/Youth (78% of Title II-A)	\$ 31,235,533	
b. Summer Youth (100% of Title II-B)	\$ 24,696,777	
2. State-Administered Funds (22% of Title II-A)		\$ 10,962,052
a. Experienced Worker Program (3%)	\$ 1,251,673	
b. Education Coordination (8%)	\$ 3,859,538	
c. Program Administration(5%)	\$ 2,039,157	
d. Incentive/Technical Assistance (6%)	\$ 3,811,684	
i. Incentive	\$2,163,305	
ii. Technical Assistance	\$1,648,379	

### Title III — Worker Reentry Programs

1. Title III-F - Economic Dislocation and Worker Adjustment Assistance	\$ 10,531,903
2. Title III-D - Special Initiative for Economic Dislocation and Worker Adjustment Assistance	\$ 3,999,740

### Title IV-C

Veterans	\$ 153,000
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### Title IV-D

Job Training 2000 (JT2K)	\$ 50,000
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### U.S. Department of Health and Human Services

DFS JOBS/FUTURES	\$ 250,000
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### U.S. Department of Agriculture

DFS Missouri Employment and Training Program	\$ 250,000
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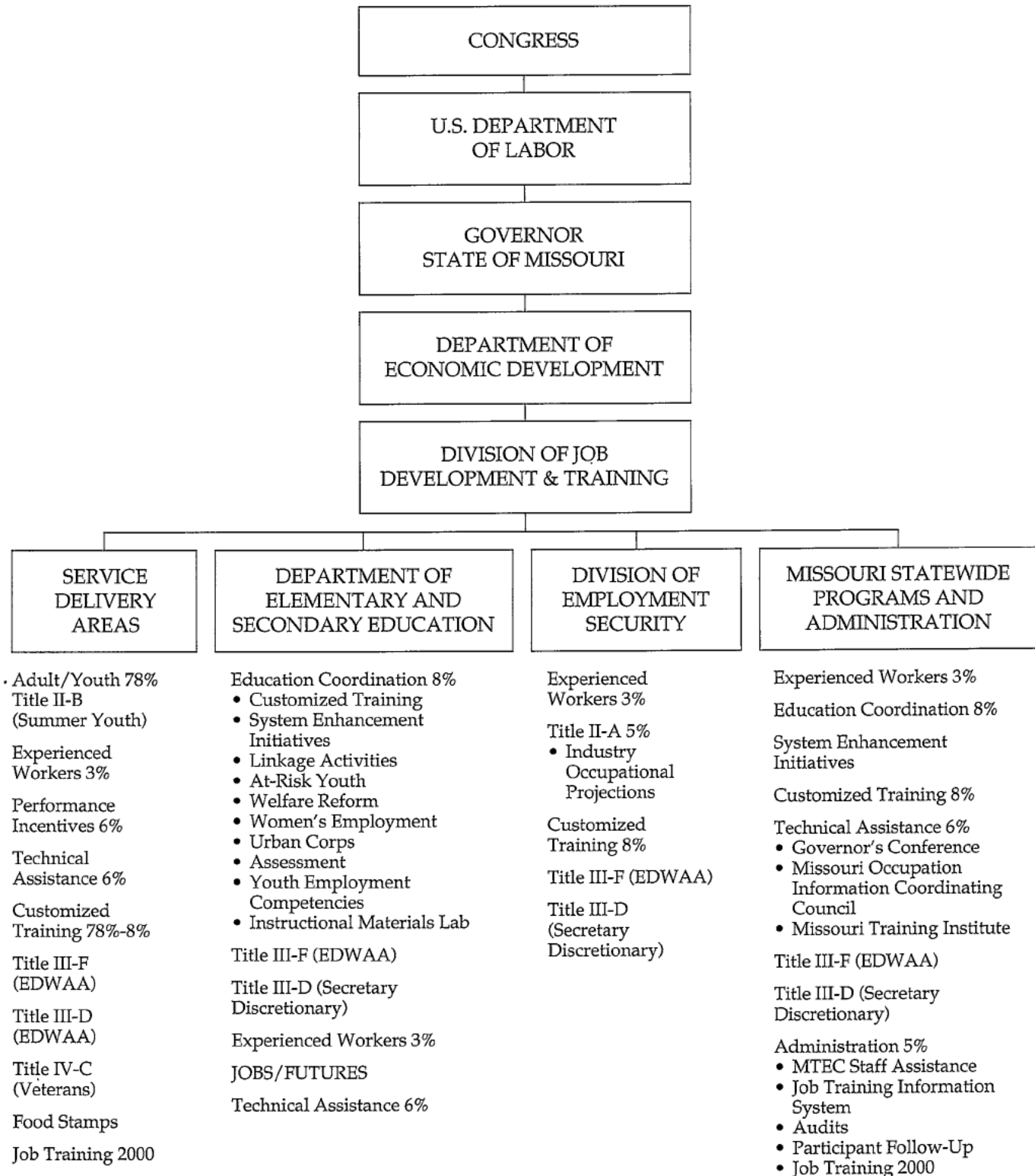
### Total Federal Allocation for Program Year 1991

	\$ 82,129,005
including Carry-In (for the period July 1, 1991 through June 30, 1992 with the exception of Summer Youth Program which is October 1, 1990 through September 30, 1991)	

## Program Allocation by SDA

SDA	Title II-A (78%)	Title II-A (6%)	Title II-B	Total
1	\$ 1,452,220	\$ 50,129	\$ 1,079,574	\$ 2,581,923
2	1,635,836	36,606	1,016,341	2,688,783
3	4,247,382	376,777	3,913,179	8,537,338
4	1,707,233	55,942	1,135,693	2,898,868
5	942,226	120,696	614,438	1,677,360
6	4,908,548	330,558	4,212,500	9,451,606
7	1,400,639	139,804	939,108	2,479,551
8	2,174,526	74,726	1,402,768	3,652,020
9	2,226,499	68,625	1,551,490	3,846,614
10	1,797,667	51,439	1,252,405	3,101,511
11	2,796,946	118,832	2,233,891	5,149,669
12	519,502	275,179	559,467	1,354,148
13	2,739,584	111,032	2,649,001	5,499,617
14	658,073	47,158	628,912	1,334,143
15	2,028,652	305,802	1,508,010	3,842,464
Total	\$31,235,533	\$2,163,305	\$24,696,777	\$58,095,615

## JTPA Funding Flow PY'91



## JTPA PROGRAMS IN MISSOURI

### Adult and Youth Training Program (Title II-A)

JTPA authorizes training activities designed to alleviate the specific employment problems of economically disadvantaged adults and youth served through both state and locally administered programs. The Division works with and allocates funds to 15 local SDAs which constitute the primary delivery units for local programs. A PIC and the Chief Elected Officials within each SDA then determine the types of programs to be offered and are responsible for day-to-day operations. The types of programs may include, but are not limited to: on-the-job training, classroom occupational skill training, job search assistance, upgrading and retraining, customized training and work experience. The Division monitors, evaluates and provides technical assistance to the SDAs.



During PY'91, the JTPA program in Missouri served 14,025 participants in Title II-A; 10,850 completed the program, 5,905 of which were placed into employment.

### Customized Training Program (Title II-A)

The Customized Training Program provides assistance to train eligible persons for newly created jobs with new and expanding employers. This program also helps retain existing Missouri jobs through retraining of employed workers made necessary by new capital investments.

Customized training can be classroom and on-the-job. It can be provided by a private institution, an area vocational/technical school, community college, college or an employer's own trainers when certified by the Department of Elementary and Secondary Education (DESE).

To provide flexible, employer-specific training, customized training draws from two funding sources: JTPA Title II-A (8%) and the Missouri Job Development Fund (MJDF). These combined resources made \$4,586,419 available during PY'91.

#### In Program Year 1991

- The Division served 41 eligible participants via JTPA Title II-A (8%) funds. Those who entered employment received an average hourly wage of \$4.59.
- Task Oriented Training (TOT) was provided to 16 companies and trained 39 SDA staff.

- Through the MJDF, the Division helped train 3,138 Missourians for newly created jobs, and retrain 2,287 Missourians so they could retain their current employment.
- Through the MJDF, 579 unemployed workers, 16% of whom had been laid off, were served primarily as OJT trainees.
- The Division funded 116 customized training projects with Missouri employers. JTPA Title II-A (8%) funds were used exclusively for 8 of these projects, MJDF funds were used exclusively for 106 of these projects while two projects used a combination of funds.
- Forty-six thousand, nine hundred and thirty-four (46,934) participants were served by DESE in classroom skill training for 155 employers using funds earmarked for customized training.
- The Division and DESE jointly funded 40 projects to train 18,917 participants.
- Customized training provided assistance to a variety of industries, including electrical and electronic equipment manufacturers, communication, printers and publishers, business services, and food processors.
- The Division and the Department of Economic Development (DED) assisted 32 companies in locating to or expanding in Missouri, creating 3,633 new jobs.

## Experienced Worker Program (Title II-A 3%)

The Missouri Experienced Worker Program (EWP) provides training and job placement assistance to workers age 55 and over who are economically disadvantaged. Participants are often retired or semi-retired and need to supplement their income through full or part-time employment.

A major emphasis of the program is overcoming specific employment barriers which often prevent older individuals from finding jobs. Statewide, available services include job search assistance, part-time or full-time OJT, and referral to vocational training to acquire additional skills or refine existing skills.

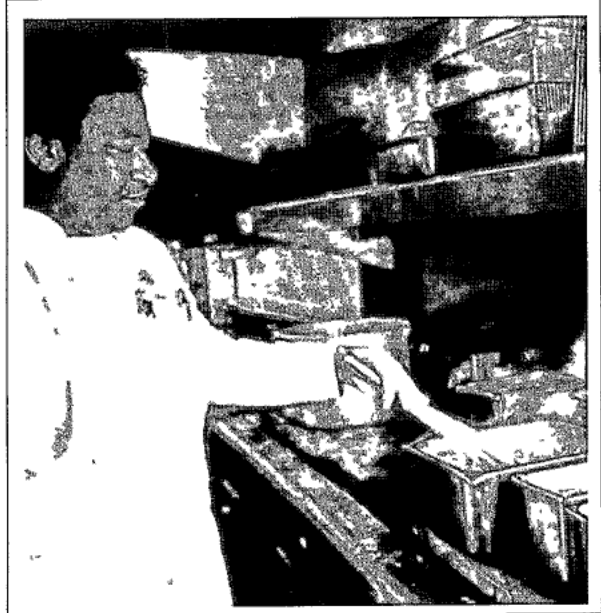
In order to closely coordinate EWP services with those provided by the Missouri Division of Aging and Title V Senior Community Services Employment Program, the Division remains an active member of the Missouri Senior Employment Coordination Committee of the Governor's Advisory Council on Aging.

During PY'91, the program served 892 experienced workers. Of the participants who completed, 64% entered unsubsidized employment at an average wage of \$5.39. This average wage represents a 6% increase over PY'90.

## Assessment Centers (Title II-A)

The Division, through a contract with DESE, funds seven assessment centers. They provide JTPA eligible youth and adults an opportunity to determine their marketable skills through testing, exploration, and interviewing and make appropriate vocational career decisions. The centers are located in Cape Girardeau, Hillsboro, Kansas City, Springfield, St. Charles, St. Louis, and Sedalia.

Many of the centers provide mobile services for hard-to-reach clients. This approach uses a wide variety of testing instruments which allows for customized evaluation services.



## Summer Youth Program (Title II-B)

The program offered to economically disadvantaged youth during the summer consists predominately of opportunities to gain work experience. However, there was a stronger emphasis on remedial and basic education in the summer of 1991. Nine thousand, three hundred and twenty-three (9,323) youth were served; the majority participated in some type of work experience, but 1,316 also participated in a remedial and basic education component. Eighty-eight percent (88%) of the youth successfully completed the summer program.

### Program Year 1991 Assessment Centers

SDA	Center	Total Money	JTPA Money	Number Served
11	Cape Girardeau	\$ 74,872	\$ 29,972	121
15	Hillsboro	136,281	68,000	477
3/12	Kansas City	270,000	135,000	500
8	Springfield	156,998	75,499	196
14	St. Charles	126,554	63,277	284
6/13	St. Louis	249,520	134,760	756
4	Sedalia	116,660	58,330	278

## JTPA PROGRAMS IN MISSOURI



Worker Reentry Program (WRP) services include assessment and testing, job search assistance or job clubs, counseling and other supportive services, classroom occupational training and on-the-job training.

### In Program Year 1991

- The Division, through its 15 substate grantees, served more than 6,698 laid-off workers in WRP.
- \$5,825,799 of the available State Title III formula funds helped laid-off workers reenter the work force.
- Seventy percent (70%) of laid-off workers completing the program secured employment at an average hourly wage of \$8.65.
- \$1,446,007 in additional Title III National Reserve funds were expended to serve 1,997 workers laid off at McDonnell Douglas in St. Louis, while \$57,591 were expended to serve 304 workers laid off at Zenith in Springfield.
- Approximately \$1,584,140 in EDWAA 40% funds were used to enroll 1,566 laid-off workers in vocational training and education classes.
- Rapid Response was provided to 97 companies that laid off approximately 17,000 employees due to closures or permanent mass layoffs. A total of 202 on-site informational meetings were held for affected workers.

### Rapid Response and Worker Reentry Program (Title III)

Rapid Response and Worker Reentry Programs serve workers who are laid off because of business closures or cutbacks and are not likely to return to their previous industry or occupation. Rapid Response services begin with immediate contact of a company prior to lay off. Meetings are then scheduled with the company and its affected workers. At these meetings, state and local staff disseminate information regarding programs and services designed to lessen the impact of a layoff and help return the affected workers to productive employment. Other agencies which assist JDT staff in Rapid Response may include DED, Division of Employment Security, University of Missouri Extension, AFL-CIO State Labor Council and local Worker Reentry Program Operators.

### Missouri Veterans Program

The Veterans Program began in PY'87. Funds are provided through an annual federal grant which must be matched by the State. The program enables the State to focus on veterans as a special needs group for job training and placement activities. Eligible veterans are: 1) service-connected disabled veterans; 2) Vietnam-era and theater veterans; 3) recently separated veterans; and 4) veterans of active duty while in the reserves.

Special emphasis is given to eligible veterans with additional barriers to employment such as homelessness or being a minority or a female.

Participants are offered training and employment services that reflect their individual needs. Enrollment may include one or more of program activities such as occupational skill training, on-the-job training, or job search assistance.

In PY'91 Kansas City, St. Louis City, and St. Louis County (SDAs 3, 6, and 13) provided the veterans program and served 225 veterans.

### FUTURES

The Job Opportunities and Basic Skills (JOBS) training program, known in Missouri as FUTURES, is a State administered program to help Aid to Families with Dependent Children (AFDC) recipients prepare for employment and self-sufficiency.

The FUTURES program is administered by the Department of Social Services, Division of Family Services (DFS) whose case managers orient and guide AFDC clients to education, training, and support services.

The Division of Job Development and Training provides participant services, particularly occupational skill training and on-the-job training, to help aid AFDC participants achieve their goals.

In PY'91, 465 FUTURES participants received JTPA services. This includes 91 clients whose occupational skill training was funded with FUTURES funds through a joint contract between DFS, JDT, and DESE. The State's Departments of Social Services, Labor and Industrial Relations, Elementary and Secondary Education and Economic Development are charged with avoiding duplication, with making the best use of existing systems, and with using general revenue to maximize the flow of federal dollars to Missouri for the FUTURES program.

### Missouri Training Institute

#### Job Training Professional Development

The Missouri Training Institute (MTI) is JTPA-funded through a contract with the Missouri Division of Job Development and Training. A part of the University of Missouri-Columbia College of Business and Public Administration and the University Extension Division, MTI provides training for job training professionals.

An annual needs assessment of the Missouri job training system is conducted to ensure the professional development activities reflect the needs. The four major services provided by MTI are:

- Professional Development Training: Over 1,600 participants attended training in job development, employment counseling, case management, supervision, JTPA administration and marketing. Videotape training packages have also been produced in the areas of counseling, employability skills and customized training. Training is offered statewide or

tailored to an SDA's specific needs.

- The Staff Development Resource Center (SDRC) services include: Speakers and materials on JTPA topics; InfoShare sessions to help system members share and learn from each other; Resource Library for videos, books, and other material on job and staff development issues; and a "Directory of the Missouri Job Training System" listing people and organizations involved in job training.
- Orientation Training: An updated video and guide entitled "Missouri At Work" is available to all staff and volunteers in the Missouri job training system along with staff assistance for designing and conducting orientation sessions.
- Annual Governor's Job Training Conference: MTI coordinated the Annual Job Training Conference sponsored by the Governor and the MTEC. In PY'91, over 1,000 PIC members, staff and other individuals involved in job training attended the conference. More than 70 speakers conducted 32 workshops on policy, management, administrative and programmatic issues. 



### A Taste of Work

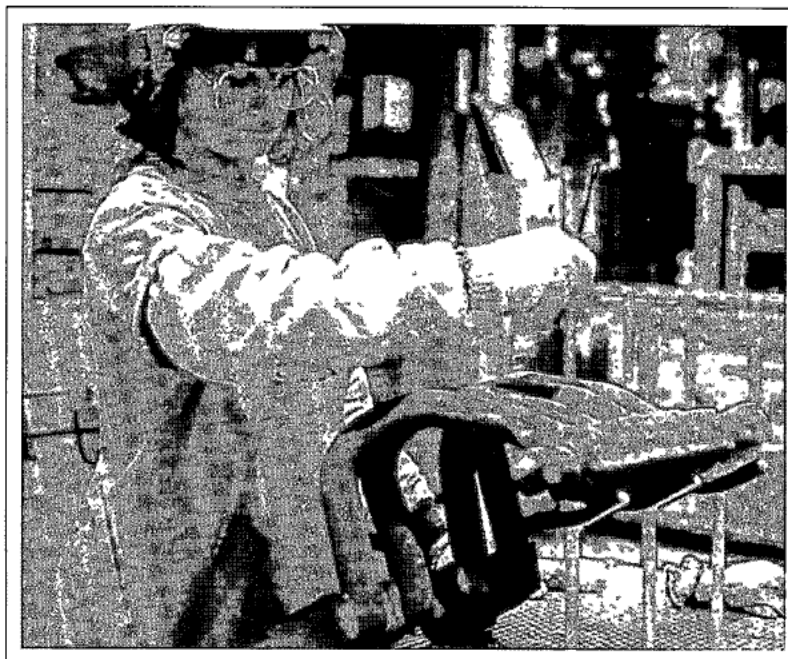
The four-week Vocational Exploration Program (VEP) at the South Central Area Vocational Technical School in West Plains has proven effective in providing job specific exploration and basic skills awareness to compliment the work experience component of SDA 10's Summer Youth Program.

Participants select four vocational areas from welding, electronics, auto mechanics, computers, audio/video production, auto body, secretarial science, and machine technology to explore.

Both male and female participants are encouraged to explore non-traditional career areas.

Standard curriculum for all eight vocational areas includes safety, work habits and local labor market information. Each area consists of classroom instruction, including required basic educational skills, combined with hands-on laboratory work and field trips.

Highlights of PY'91's VEP program included: the production of a 30-second video public service announcement, construction of a siren, and disassembly of a Chevy V-6 engine. After this taste of work, several students changed their course of study for the coming school year.



### Job Fair Eases Area Unemployment

The Greater Ozarks Job Fair attracted 3,000 job seekers and 80 area businesses with 1,200 job openings to the Trade Center in Springfield. The event was sponsored by SDA 8 PIC to assist unemployed area workers - many unemployed as a result of recent mass layoffs. Its objective was to bring area job seekers and employers together.

Over 1,660 unemployed job seekers attended. Businesses received more than 9,000 applications and resumes. One hundred and fifteen job interviews were held during the job fair, while many others received referrals to SDA 8 PIC programs and Division of Employment Security services.

A three-month follow-up survey indicated more than 80 unemployed individuals found employment as a direct result of the job fair. The job fair's objective seemed to be realized.

### Youth Work Skills and Civic Pride

The Missouri Youth Service and Conservation Corps (MYSCC) provides youth (ages 16 to 21) with education, work experience and job skills needed to successfully hold a job while also providing community service.

SDA 11's Cape Girardeau County Corps Program was a huge success in its first few months of operation. The youthful participants provided long-lasting improvements in the Cape Girardeau community.

Completed projects included landscaping at Trail of Tears and Cape County Parks and weatherization and maintenance for low income home owners. These were cooperative efforts between SDA 11's PIC, East Missouri Action Agency, and FUTURES/DFS. These successful projects have led to new projects being planned for other SDA communities.



## **Advisory Board Generates POWER to the People**

In January 1992, St. Louis County (SDA 13) recruited a five-member advisory board to enhance program development and service delivery for its welfare program - POWER (People Off Welfare Employed and Respected). POWER was established several years ago to help individuals transition from welfare dependency to working members of the community.

The program provides a comprehensive array of services: life management classes, personal and group support, career guidance and assessment. Clients may also receive GED preparation, academic tutoring, career training, job placement assistance and child care support.

The advisory board has allowed POWER staff to stay in communication with the "outside" world: business, education, and social service. The board and staff meet regularly to review current policies, develop new strategies and develop new ideas.

One of the board's first recommendations was to build community awareness and grassroots support for the program. A marketing effort, including fact sheets and media information, was begun. A periodic newsletter is being developed.

Other board ideas recently made operational are: a job retention mentor program, an instructional fashion show on appropriate workplace attire and monthly presentations on legal matters. The fashion classes are taught by area retail representatives, while Legal Services of Eastern Missouri speakers discuss legal issues.



## **A Win-Win Situation**

Ten youths (age 16-21) comprised SDA 14's first Youth Service Corps/ Community Service program crew. They were all school dropouts.

Three different projects, all in cooperation with the City of St. Charles Parks Department, were completed in six months by the crew. All participants were required to attend GED classes at least five hours a week and work on projects 35 hours per week.

To renovate the memorial hall, the crew remodeled the lower level. They installed new wall boards; removed and replaced an old stairwell; rerouted electrical lines, heating ducts, and plumbing; laid a new floor; and, installed new industrial size stoves with exhaust systems. They also replaced floors, wall tile and fixtures in two bathrooms.

At the same park, the crew poured concrete for 560 carstops, 30 picnic tables, and 48 benches.

At another park, the crew built a large picnic shelter, as well as a 9,000 square foot playground, with new equipment.

The city gained new park facilities while saving money. The participants gained academic and work experience as well as a feeling of civic pride in a job well done. This was definitely a win-win situation.

### Workplace Know How

The recent national emphasis of integrating specific workplace knowledge skills and youth programs prompted SDA 5 PIC to incorporate those skills into their programming design. The five competency areas, adapted from the Secretary's Commission on Achieving Necessary Skills (SCANS) report, are:

- Resources - allocation of time, money, materials, space and staff;
- interpersonal skills - team work, leadership, customer service, negotiation and appreciation and acceptance of cultural diversities;
- information - acquire/evaluate data, organize/maintain files, interpret/communicate and computer usage;
- systems - understand social, organizational and technological systems; design, monitor and improve their performance;
- technology - select appropriate tools and technology for specific tasks, maintain and trouble shoot equipment.

The integration of these workplace "know how" skills into a comprehensive youth program approach, such as school-to-work transition, at-risk youth and try-out employment programs, provides youth with the necessary workplace competencies to become effective workers in today's high skills work force.

### Really Cooking

In the past, many Lake Ozark's resorts and restaurants had to import their talented chefs. Not so since SDA 9's PIC got into the act. SDA 9's PIC provided funds and the Lake Ozark's Employment Service developed a hands-on culinary training program taught at the Lake AVTS. Area youth, age 17-21, in Miller, Morgan and Camden Counties enrolled in the program.


The eight-week program provided training in food preparation, sanitation, hygiene and communication skills. The students prepared and served staff's daily meals as well as banquets for various state and local groups. At the end of the program, the young chefs planned their menus as well as prepared simple or elegant meals.

After final exams, the students prepared their own graduation dinners for guests as part of their final grade. This course can give a much needed competitive edge in the job market.

### Task Oriented Training

SDA 1 has provided Task Oriented Training (TOT) to a variety of area employers for several years. The first TOT session involved five SDA staff. Currently, that number has more than doubled to 13. Of the 13, seven have completed all six phases of training and earned a TOT certification.

An air equipment manufacturing company was first to benefit from TOT in SDA 1. The most recent beneficiary was a metal fabricating company. Other projects currently in progress include a publishing company, a sheltered workshop, and a city parks department.

Task Oriented Training has been and will continue to be a benefit to area employers and employees by providing assistance in defining individual job specific training needs. 



## STATISTICAL PROFILE OF PROGRAM PERFORMANCE

### Performance Measurement in Missouri

The Title II-A youth and Title III performance standards established for JTPA by the Department of Labor (DOL) were exceeded in Missouri during Program Year 1991. Both of the Title II-A adult weekly earnings at follow-up were also exceeded.



#### *Title II-A Performance vs. Standards*

Performance Measure	Performance Standard	Actual Performance
<b>ADULTS</b>		
Follow-Up Weekly Earnings	\$193	\$218
Follow-Up Welfare Weekly Earnings	\$172	\$193
Follow-Up Welfare Employment Rate	49%	45%
Follow-Up Employment Rate	62%	59%
<b>YOUTH</b>		
Entered Employment Rate	45%	47%
Employability Enhancement Rate	30%	51%

#### *Title III Performance vs. Standards*

Performance Measure	Performance Standard	Actual Performance
Entered Employment Rate	65%	70%
Average Wage at Placement	\$8.10/hr.	\$8.65/hr.

# STATISTICAL PROFILE OF PROGRAM PERFORMANCE

## Characteristics of JTPA Participants

A typical Title II-A participant for Program Year 1991 is white (68%), between the ages of 22 and 54 (51%) and has a high school education or equivalent (50%). This program year, 57% of the participants were female, a slight increase over previous years. It is also significant to note that 35% of JTPA participants were classified as dropouts. The Missouri service level exceeds the national average for JTPA services to dropouts.

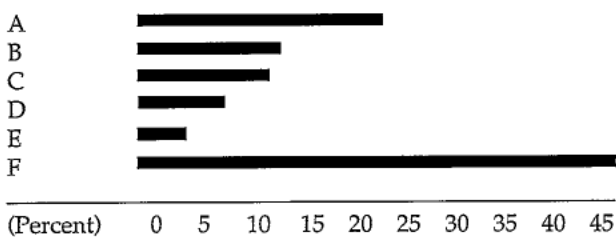
"Employment Status" (page 19) is defined at the time of application to JTPA. Statistics show 88% of the participants served were either unemployed (66%) or not actively seeking employment (22%) at the time of enrollment into JTPA.

The "Placement" statistics show 85% of all participants who found jobs were unemployed prior to JTPA.

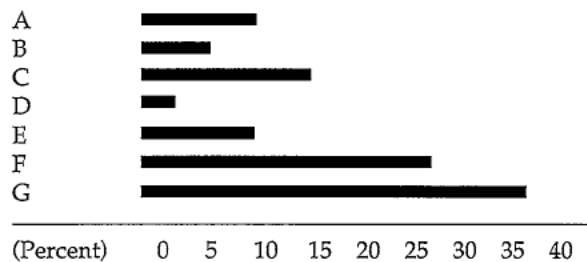
The "Other" characteristics show the service level (participants) and placement statistics for some of the special target populations under JTPA, including Food Stamp recipients (44%), single parents (20%), AFDC recipients (27%), handicapped (10%) and offenders (6%).

## Services Provided to JTPA Participants Program Year 1991

### Adults



### Youth



Service Provided	Number Served
A. Classroom-Occupational Training	3,214
B. On-the-Job Training	1,648
C. Other Educational Training	1,544
D. Job Search Activities	1,007
E. Work Experience	365
F. Other Services (Vocational Exploration, Supportive, Orientation, Transitional, Placement)	6,625

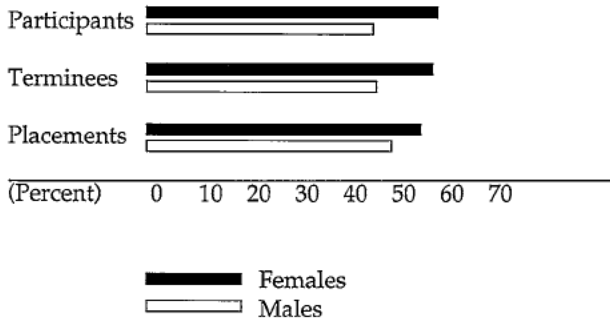
NOTE: Participants may receive multiple services and are counted in each appropriate category, resulting in a total percentage in excess of 100%.

Service Provided	Number Served
A. Classroom-Occupational Training	1,474
B. On-the-Job Training	723
C. Other Educational Training	2,181
D. Job Search Activities	209
E. Work Experience	1,513
F. Exemplary Activities	4,139
G. Other Services (Vocational Exploration, Supportive, Orientation, Transitional, Placement)	5,724

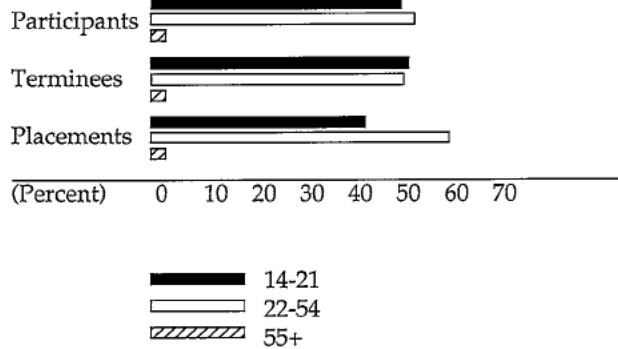
NOTE: Participants may receive multiple services and are counted in each appropriate category, resulting in a total percentage in excess of 100%.

# STATISTICAL PROFILE OF PROGRAM PERFORMANCE

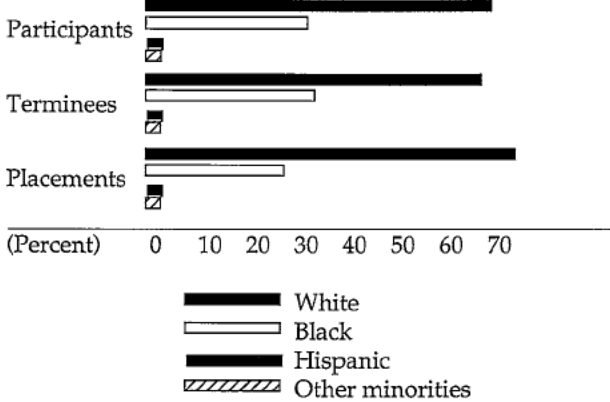
## Female/Male



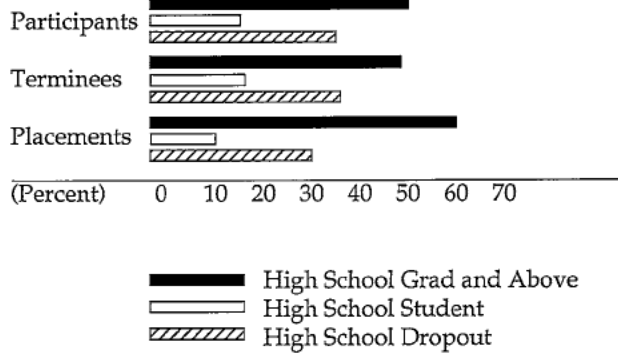
## Age



## Race/Ethnic



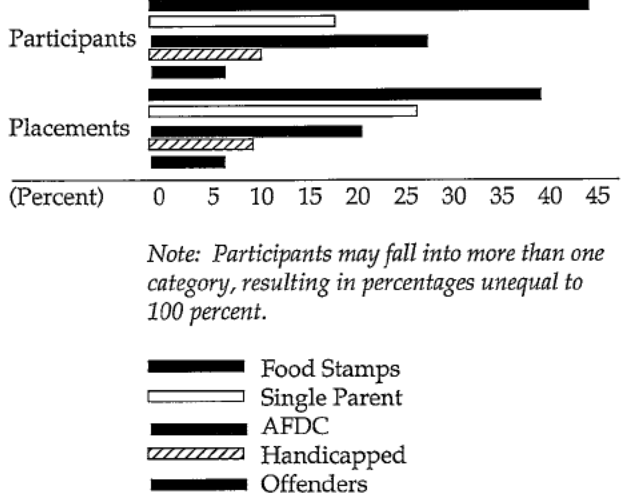
## Educational Status



## Employment Status



## Other




Note: Participants may fall into more than one category, resulting in percentages unequal to 100 percent.

# STATISTICAL PROFILE OF PROGRAM PERFORMANCE

## Follow-Up

The JTPA 13-week post-program follow-up has been in operation for six years. Operations are housed at JDT, while data processing support is provided by the Department of Economic Development.

The telephone follow-up contacts are made on a random sample of adult participants thirteen weeks after termination from their Title II-A or Title III funded JTPA program. The follow-up system is designed to provide information useful in evaluating the effectiveness of JTPA programs. The system also asks the participant to evaluate the services and training received.

Follow-up continues to be one of the tools used to measure SDA performance. Program Year 1991 performance standards for Title II-A adults consisted only of four follow-up measures. They are: weekly earnings, entered employment rate, weekly earnings for welfare recipients and entered employment rate for welfare recipients. 

### *Results from the Telephone Survey*

ITEM	TOTAL	PERCENT
Total Surveyed:	5,237	
Worked 13th Week:	3,196	61.0%
Did Not Work 13th Week:	2,041	38.9%
Quality of Service		
Excellent:	2,526	49.0%
Good:	1,991	39.0%
Fair:	379	7.0%
Quality of Training		
Excellent:	1,597	32.4%
Good:	2,284	46.4%
Fair:	699	14.2%
Current Status		
Employed Part-Time:	568	10.8%
Employed Full-Time:	3,310	63.4%

(Combined figures for Title III formula and Title II-A 78% and 6%)



### What the Awards Are

On October 29, 1992, the Governor's awards for excellence were presented at the Annual Job Training Conference, recognizing outstanding performance in job training during PY'91.

#### *Outstanding State-Funded Worker Reentry Program*

##### **Winner**

Office of Employment and Training Programs and St. Charles Community College, SDA 14

##### **Accomplishments**

The St. Charles County Government Office of Employment and Training Programs and St. Charles Community College jointly administered the Worker Reentry Program (WRP) known locally as the Career Fitness Program.

The Career Fitness Program provided a comprehensive job search system including seminars on specific client needs, weekly presentations by specialists, and a participant requirement to use their newly learned job search and interviewing skills a minimum of three times a week until reemployed. As a result, 72% of the participants were reemployed within seven weeks.

With this approach, SDA 14 expended 100% of the WRP formula funded dollars and exceed planned participant levels by 157%. The entered employment rate was 81% with an average hourly wage at placement of \$11.43.

The WRP staff also exceeded planned performance under a special discretionary grant for McDonnell Douglas layoffs. The entered employment rate was 86% with an average hourly wage at placement of \$11.85.

The Office of Employment and Training Programs and the Community College have provided outstanding service to the area's laid off workers.

#### *Private Industry Council Member of the Year*

##### **Winner**

Richard J. Shea, St. Louis County Private Industry Council, SDA 13

##### **Accomplishments**

Richard Shea has served on the PIC for five years and as its Chair for the past year and a half.

Under his leadership, the PIC established at-large positions on various committees to gain from the expertise of the community. Richard also serves as Vice-Chair of the Missouri Private Industry Council Chairs. He is involved in a variety

of other community activities including serving the disabled and sports programs.

Richard Shea is a true example of a successful business leader giving his time and talent for community betterment. His tireless efforts have not only contributed to the betterment of the lives of St. Louis County residents, but to all of Missouri.

#### *Outstanding Achievements in Service to High School Dropouts*

##### **Winner**

St. Louis County Department of Human Services, SDA 13

##### **Accomplishments**

SDA 13 has demonstrated an awareness of the needs of school dropouts and the ability to design programs to meet those needs. In PY'91, they exceeded their minimum performance requirement of 24% by 183%.

Serving school dropouts through effective program design has become a trade mark of this SDA.





## GOVERNOR'S AWARDS

### *Outstanding Achievements in Service to Welfare Recipients*

#### **Winner**

Private Industry Council, Inc.,  
SDA 5

#### **Accomplishments**

Each SDA is required to serve AFDC recipients at a percentage level that is consistent with the number of AFDC recipients in their area. This year, SDA 5 distinguished itself by exceeding its service requirement by 338%.

### *Outstanding Skill Training Program*

#### **Winner**

Private Industry Council, Inc.,  
SDA 5

#### **Accomplishments**

The SDA 5 PIC is located in Jefferson City and through linkages with four vocational schools, an adult technical college, and other private institutions, provides skill training in central Missouri.

In PY'91, the PIC served 248 economically disadvantaged and dislocated individuals through their skill training programs. This number represented 147% of the planned number. Of those served, 27% were welfare recipients, 24% were minorities, 25% were high school dropouts and 62% were female.

### *Outstanding On-the-Job Training Program*

#### **Winner**

Western Missouri Private  
Industry Council, Inc., SDA 4

#### **Accomplishments**

The Western Missouri PIC provided the impetus for education and training of many rural residents. Through an alliance with vocational/technical schools, community colleges, Chambers of Commerce, local and state agencies, and area business and industry, the PIC gave participants the opportunity and training to change their lives while area employers gained skilled and productive workers.

In PY'91, the PIC spent \$506,655 providing on-the-job training for 223 JTPA trainees. Of those, 180 entered unsubsidized training. Eighty-seven businesses participated in this effort.

### *Outstanding Customized Training Program*

#### **Winner**

Private Industry Council, Inc.,  
SDA 5

#### **Accomplishments**

The SDA 5 PIC has operated a customized training program in Central Missouri for three years. The cooperative and coordinated alliance between the Division of Employment Security, the PIC, local vocational schools, JDT and DED is credited for the success of this program.

In PY'91, the PIC initiated ten customized training projects which served 377 residents - 100% of the planned number. Of these, 188 participants were served in OJT, with 90% entering employment. The remainder were served in skill training.

This program accounted for \$570,257 in local economic development funds directed to training.



## Outstanding Exemplary and Other Youth Program

### Winner

Ozark Action, Inc. and South Central Missouri Community Action Agency, SDA 10

### Accomplishments

Ozark Action and South Central Missouri Community Action Agency delivered exemplary youth services through a try-out employment program. This program for high school seniors, or 16-21 year old students attending a high school equivalency program, has proven a highly effective school-to-work transition program.

The try-out employment program planned to serve 70 participants - it served 84. The planned youth entered employment rate was exceeded by almost 42%. The planned youth employability enhancement rate was exceeded by 159%. The overall positive termination rate was 77%.

Through a combination of the youth employment competency assessment process, a comprehensive task oriented training plan and case management, youth gain not only job specific skills but help to transition successfully into unsubsidized employment.

## Outstanding Rapid Response Activities

### Winner

Job Council of the Ozarks, SDA 8

### Accomplishments

For SDA 8, Rapid Response took on a new dimension when Zenith Electronics Corporation announced the layoff of approximately 1,500 workers.

During PY'91, SDA 8 conducted 28 rapid response meetings for approximately 1,470 workers. This included 19 meetings for 960 Zenith employees. Approximately half of the dislocated workers attending a rapid response program actually

access WRP services. To handle the massive Zenith layoffs, a coordinating task force was formed with the Job Council, state and local government agencies, union officials, local educational institutions, and the United Way.

Two survey tools were developed to assess the local labor market and identify needs and desires of affected Zenith workers. The labor market survey provided a data base to apply for and receive a \$750,000 Department of Labor discretionary grant. The dislocated worker survey was recommended for use statewide in other rapid response programs. The two surveys led to development of several specialized programs.



## GOVERNOR'S AWARDS

### *Outstanding Performance Achievements*

#### **Winner**

Jefferson-Franklin Counties, Inc.,  
SDA 15

#### **Accomplishments**

During PY'91, SDA 15 exceeded its six minimum performance standards by 33%, earning the spot as the top performing service delivery area for the second consecutive year. Contributing to this superior effort were SDA 15's service providers.

### *Private Industry Council of the Year*

#### **Winner**

Private Industry Council, SDA 3

#### **Accomplishments**

The Private Industry Council for the greater Kansas City area has historically been active in fulfilling its JTPA obligations. Using a proactive approach, they achieved wide spread participation by local businesses and industries as well as the development of diverse training programs.

The PIC, in full partnership with local government, provides positive direction in the continued provision of better training opportunities and jobs for the area's disadvantaged and unemployed citizens.

### *Outstanding Dedication and Service by Local Elected Officials*

#### **Winner**

Presiding Commissioner  
J. W. Toalson, Audrain  
County, SDA 5

#### **Accomplishments**

Commissioner Toalson has been active in the job training system since the inception of JTPA. He has been a member of the Consortium of Chief Elected Officials for the past ten years, and in 1987 he accepted the position of Chief Spokesman for the group - a position he still holds.

He has consistently demonstrated dedication to sustaining the partnership and fulfilling the role of the Local Elected Officials. Commissioner Toalson actively promotes job training programs as well as economic development and job creation in the community.



### *Outstanding Special Populations and Innovative Programs*

#### **Co-Winners**

Project JESS (Job Experience for Special Services), SDA 6  
Teen Mother Program, SDA 8

#### **Accomplishments**

Project JESS actively seeks out developmentally disabled young men and women who need the extra work experience/job placement training to transition into the world of work. The project has two goals: bridge the gap between completion of education and entrance into the competitive job market; and help employers realize the benefits of employing the disabled.

Each year, through the commitment and dedication of the Project JESS staff, the program performance goals are exceeded. In PY'91, of the 75 enrollees, Project JESS placed 22 developmentally disabled youth into permanent, unsubsidized employment. Also, 34 participants graduated from high school.

SDA 8's Teen Mother Program provides centralized services to meet the academic, employment, training, and counseling needs of

pregnant or parenting high school dropouts age 16-21.

The program provides a mix of academic, life skills, career development, and counseling geared to individual needs and leading to a GED. It also provides 20 hours per week of work experience to develop marketable skills and good work habits.

In PY'91, the Teen Mother Program served 76 youth. Of those tested, 80% passed their GED. Upon program completion, 76% were placed in higher education, vocational training or unsubsidized employment.

### *Outstanding Service for Task Oriented Training*

#### **Winner**

Job Training Partnership Administration, SDA 1

#### **Accomplishments**

SDA 1 is totally supportive of Task Oriented Training (TOT) and presently has more personnel certified in TOT than any other SDA. Additionally, they presently have three subcontractors who are contractually able to offer TOT.

SDA 1's commitment to the program and marketing capabilities directly led to a local publishing company requesting a customized training program in two of its facilities. Under the program, 21 occupations were identified to train 275 employees in TOT. The company sees faster start-up with new employees, reduced rework, less material waste, reduced production costs and better employee cross-training as positive program gains.



## GOVERNOR'S AWARDS

### *Governor's Special Award for Experienced Worker Program*

#### Winner

Private Industry Council,  
Full Employment  
Council, Inc.; Division of  
Employment Security,  
Kansas City Downtown  
Office, SDA 3/12

#### Accomplishments

The Experienced Worker Program, under the leadership and management of SDA 3, SDA 12, the Full Employment Council, and the Kansas City Downtown Office of the Division of Employment Security has consistently demonstrated it is an outstanding employment and training program for workers 55 years old or over.

In PY'91, the entered employment rate was 92% with an average wage at placement of \$5.89. Of those served, 35 received occupational skill training.

### *Governor's Special Award for Customized Training*

#### Winner

Private Industry Council, Inc.,  
SDA 2

#### Accomplishments

During PY'91, SDA 2 operated seven projects funded by Missouri customized training funds. Five of the projects enrolled 99% or better of their contracted training slots.

The companies served were diverse in their planned participation, which ranged from five to 93 participants and covered a geographical area from Kirksville to Hannibal to Troy.

### *Governor's Special Award for Effective Youth Programming*

#### Winner

Full Employment Council, Inc.,  
SDA 3/12

#### Accomplishments

The SDA 3 and SDA 12 Summer Youth Employment Program excelled in handling a one-time emergency congressional appropriation resulting in over a 100% increase in program funding. The outstanding efforts of the SDAs resulted in 4,727 youth receiving summer employment.

All youth attended an eight-hour Summer Jobs Academy before reporting to their work site. The workshop addressed employment ethics, discipline, dress codes and other preparatory work topics. Youth worked at more than 300 public and private work sites.

The professional accomplishments of SDA 3 and SDA 12 to provide youth with education and job training opportunities not only contributed to reduction of present and future dependence, but significantly contributed to community business and employment. ↑↑



## MTEC SUMMARY AND RECOMMENDATIONS

### Missouri Training and Employment Council, Program Year 1991

#### Activities Summary/ Recommendations/Action

A number of significant programs, plans and events were initiated by the Missouri Training and Employment Council (MTEC) through its job training and policy advisory roles including:


- Sponsorship of the Governor's annual job training conference, "Making the Investment", featuring a variety of speakers and workshops for over 1,000 participants;

- Appointment of a Task Force which formulated and recommended three policies for work force preparation in Missouri;
- Presentations at each meeting by JTPA service providers and participants to showcase activities and services such as OJT, rapid response, summer youth, and FUTURES.

#### Coordinated Service Delivery/Action

MTEC initiated these actions through JDT:

1. Implementation of "System Enhancement Initiative" projects designed to enhance youth or adult employment competencies, case management continuity and welfare to work models. Two of the funded projects were models for school-to-work projects.

2. Provided technical assistance through JDT for SDAs in the continued implementation of the required coordination plans.
3. Directed the provision of continued technical assistance and oversight of the implementation of local job training plans and policies during Program Year 1991. 



## MTEC MEMBERSHIP

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### Business

#### *Chair*

Terrence R. Ward  
Assistant to the Chairman  
H & R Block

#### *Vice-Chair*

Milton J. Bischof, Jr.  
Senior Vice-President  
BSI Constructors, Inc.

Robert E. Bell  
President  
Robert E. Bell Associates

Fred Grayson  
Personnel Manager  
Briggs & Stratton Corp.

Bill House, Jr.  
President  
House Construction Co., Inc.

Karen L. Pletz  
Senior Vice-President  
Central Trust Bank

Mary Rhodes  
Attorney  
Clayton & Rhodes

Janice C. Schuerman  
Vice-President of Corporate and  
Member Services  
MFA, Inc.

Jan C. Tupper  
Senior Project Director  
Allgeier, Martin & Associates, Inc.

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### Local Government

Betty Gregoire  
Assessor  
Platte County

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### General Public

Dennis G. Coleman  
St. Louis

Dr. William J. Mann  
Kansas City

Thomas M. Sullivan  
Jefferson City

---

### Local Education

Dr. Marvin R. Fielding  
President  
State Fair Community College

James M. Orr  
Assistant Director  
Graff Career Center

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### Community-Based Organizations

George Eberle, Jr.  
President  
Grace Hill

Doris J. Jones  
Vice-President of Community  
Programs  
Urban League of Metropolitan  
St. Louis

John Walker  
Advisory Board Member  
Urban League of Greater Kansas  
City

---

### Labor

Michael L. Fisher  
President  
Heart of America Labor Council

Ollie W. Langhorst  
Representative  
St. Louis Carpenters District 1596

Daniel J. "Duke" McVey  
President  
Missouri State Labor Council

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### State Agencies

Robert H. Asel  
Coordinator, Community & Adult  
Education  
Department of Elementary and  
Secondary Education

Alan Franklin  
Director  
Division of Employment Security

Carmen K. Schulze  
Director  
Division of Family Services







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